

McCoy College of Business Administration
Department of Management
Faculty Merit/Performance Evaluation Policy

The Department of Management adheres to the guidelines established by the College and formalized in CBA PPS 5.04: Faculty Merit/Performance Policy.

During their 2006 review of Departmental Evaluation Policies and Procedures, the Personnel Committee approved the following additions to CBA PPS 5.04:

1. The Personnel Committee unanimously delegated performance and merit evaluation responsibilities to the Department Chairperson subject to the Personnel Committee's approval.
2. The department chairperson will evaluate faculty performance with respect to teaching, scholarship, and service using a scale from 1-5 with 5 being the highest and 1 being the lowest. These ratings will be multiplied by the weights assigned by CBA PPS 5.01 of 40-40-20 respectively to generate an overall rating for each full-time faculty member for each academic year.
3. Merit allocations are effectively pro-rated by creating a cumulative merit rating that is the sum of the annual overall evaluation ratings for each of the three academic years included in the merit cycle. Thus, a new faculty member would have a potential maximum cumulative merit rating of 5 versus the potential maximum cumulative merit rating of 15 for a faculty member with three or more years of service at Texas State.